



**CITY COUNCIL
CITY OF PRAIRIE VILLAGE
OCTOBER 17, 2022**

The City Council of Prairie Village, Kansas, met in regular session on Monday, October 17, at 6:00 p.m. Mayor Mikkelsen presided.

ROLL CALL

Roll was called by the City Clerk with the following Councilmembers in attendance: Chad Herring, Cole Robinson, Inga Selders, Ron Nelson (via Zoom), Lauren Wolf, Bonnie Limbird, Dave Robinson, Piper Reimer, Greg Shelton, Courtney McFadden, Ian Graves and Terrence Gallagher. Staff present: Captain Ivan Washington, Police Department; Keith Bredehoeft, Director of Public Works; City Attorney David Waters, attorney with Spencer Fane LLP; Wes Jordan, City Administrator; Nickie Lee, Deputy City Administrator; Tim Schwartzkopf, Assistant City Administrator; Meghan Buom, Assistant City Administrator; Jason Hannaman, Finance Director; Cindy Volanti, Human Resources Manager; Adam Geffert, City Clerk.

PLEDGE OF ALLEGIANCE

APPROVAL OF AGENDA

Mayor Mikkelsen noted that the four Northeast Johnson County representatives scheduled to speak would instead attend a meeting in November after the election. Mrs. McFadden made a motion to approve the amended agenda for October 17, 2022. Mr. Graves seconded the motion, which passed unanimously.

INTRODUCTION OF STUDENTS AND SCOUTS

Trinity Ready, a future youth member of the Arts Council, was in attendance.

Teen Council member Ava Van Alstyne was also present.

PRESENTATIONS

- Ms. Limbird read a proclamation recognizing October as National Arts and Humanities Month.
- Brandon Hearn from the Johnson County Department of Health and Environment shared information about the Recycle Right program, which would begin in Prairie Village in November.



PUBLIC PARTICIPATION

The following residents voiced concerns regarding certain proposals recommended by the Ad Hoc Housing Committee.

- John Cantrell, 8236 Nall Avenue
- Kelly Wyer, 7609 Chadwick Street

The following residents spoke in favor of the Ad Hoc Housing Committee's recommendations:

- Lauren Martin, 8411 Somerset Drive
- Jameelah Lang, no address given
- Daniel Terreros, 7463 Village Drive
- Julie Mahan, 7307 Springfield Street
- Hazel Krebs, 4021 W. 84th Street
- Karen Heath, 6003 W. 75th Terrace
- David Magariel, 4210 W. 69th Terrace
- Trudy and George Williams, 7801 Colonial Drive
- Jessica Fick, 5205 W. 104th Street, Overland Park
- Zack Flanders, 4506 W. 69th Terrace
- Dan Tilden, 7656 Canterbury Street
- Martin Dressman, 2101 W. 79th Street
- Jacob Wagner, 3615 W. 73rd Terrace

Resident Michael Jones, 7437 Belinder Avenue, asked for information about pickleball courts at Taliaferro Park, and was directed to speak with staff for further details.

CONSENT AGENDA

Mayor Mikkelson asked if there were any items to remove from the consent agenda for discussion:

- Approval of regular City Council meeting minutes - October 3, 2022
- Approval of expenditure ordinance #3019
- Consider appointments to the Arts Council
- Consider traffic calming on Cherokee Drive from 71st Terrace to 71st Street

Ms. Limbird made a motion to approve the consent agenda as presented. A roll call vote was taken with the following votes cast: "aye": Herring, C. Robinson, Selders, Nelson, Wolf, Limbird, D. Robinson, Reimer, Shelton, McFadden, Graves, Gallagher. The motion passed unanimously.



COMMITTEE REPORTS

- **Insurance Committee - consideration of 2023 City health, dental and vision insurance providers, as recommended by City staff**

Ms. Volanti said that CBIZ Benefits and Insurance Services, the City's benefits consulting firm, had provided the Insurance Committee a renewal summary for 2023. She noted that the City was still within its first year on the Cigna health plan, and CBIZ was therefore only able to utilize the rating period of 1/1/2022 - 06/30/2022 to determine rates.

During initial contract negotiations, the City was able to obtain a 12% rate cap to apply to the 2023 renewal year. In addition to the rate cap, the City's wellness program provided up to 4% in renewal rate savings for 2023 premium costs. Employees successfully completed all four wellness categories to receive the full savings. As a result, the renewal rate increase for 2023 would be averaged at 8% for the two plan options.

Ms. Volanti stated that the Cigna plan would continue to include a wellness program that employees could participate in for reimbursement, as well as "Motivate Me" incentive awards, the healthy rate renewal program, and identity theft protection. The insurance package was reviewed and recommended for approval by the Insurance Committee.

Mr. Dave Johnson from CBIZ gave a presentation sharing additional details of the health, dental and vision insurance renewals for 2023.

Mr. Herring moved to approve the City's employee insurance benefit package for 2023 as presented. Ms. Wolf seconded the motion, which passed unanimously.

- Mr. Shelton stated that a Planning Commission work session would be held on October 25 to discuss the Ad Hoc Housing Committee's recommendations.
- Mr. Graves said that he and Ms. Limbird had met with realtors at a local Keller Williams office to discuss housing recommendations.
- Mr. Gallagher shared that the completion of the new shelter and restrooms at Taliaferro Park had been delayed due to supply chain issues. He added that the Parks and Recreation Committee had met to continue discussing park branding concepts, which will be brought to Council for feedback in November.
- Ms. Limbird stated that a ribbon-cutting event for the new "gateway" sculpture at Meadowbrook Park had been held earlier in the day. She also acknowledged the four new Arts Council members that were appointed, noting that most had already assisted the council with gallery hangings at City Hall. Lastly, she shared that she was participating in the Johnson County Citizens Academy program.



- Ms. Selders reported that the Diversity Committee-sponsored “PV Seen” playdate had been held on October 8 at Porter Park and was well-attended. She said that the committee was also continuing to prepare for its interpretive panel, working on modifications for the City’s history webpage, and drafting regulations for public participation at committee meetings.
- Mr. Nelson said that he attended the League of Kansas Municipalities’ annual meeting earlier in the month.
- Ms. Reimer stated that the United Community Services’ Drug and Alcoholism Council had completed deliberations for applicant awards on October 13. Additionally, she noted that the National League of Cities’ City Summit event would be taking place in Kansas City, Missouri in November, and that Teen Council members had been invited to attend.

MAYOR’S REPORT

- Mayor Mikkelson said that he had met with several individuals and small groups of residents to discuss housing initiatives.
- The Mayor met with the candidate for the City Prosecutor position.
- The Mayor reported that he would be attending the following events:
 - An open house at the Village at Mission senior living center titled “Sip, Dip and Chat” on October 18
 - A Mainstream Coalition gala on October 19
 - A First Suburbs Coalition meeting on October 21
 - The Prairie Hills Homes Association’s annual fall festival on October 30
 - A League of Kansas Municipalities legislative lunch on November 3
- The Mayor also noted that both the Corinth and Prairie Village shops would be hosting Halloween trick-or-treating events on October 29.

STAFF REPORTS

- Chief Steve Chick from Consolidated Fire District #2 gave a report on recent events in the department, noting that employees had participated in over 10,000 hours of training in 2022, 1,000 of which were collaborative training sessions with other organizations. He also stated that the First Response Advanced Life Support program continued to progress, and that two cardiac arrest patients had been saved due to the presence of paramedics with fire crews. He also stated that renovations would be made to the fire station at 63rd Street and Mission Road in 2023, and that the development of a new strategic plan was underway. Lastly, Chief Chick noted



that the department had received an ISO Class 1 rating, making it one of the top 411 departments of the approximately 50,000 rated across the nation.

- Mr. Bredehoeft said that a public meeting would be held for the 68th Street and Mission Road drainage project at the Public Works facility on October 18. He also shared information about rolling road closures on Mission Road between 91st Street and 79th Street due to a major Evergy project currently underway.

OLD BUSINESS

There was no old business to come before the Council.

NEW BUSINESS

COU2022-70

Finance Committee - discuss the 2022 compensation/classification study and consider recommendations of implementation from the Finance Committee

Victoria McGrath from the McGrath Consulting Group was present via Zoom to answer questions.

Mr. Jordan was also present to discuss the following recommendations that had been approved by the Council Committee of the Whole on October 3rd, 2022:

- Set new salary ranges based on 60% of the market average
- Add the following new classifications:
 - *Master Police Officer*
 - *City Engineer (new)*
 - *Assistant to the Public Works Director (new)*
 - *Accountant (new)*
 - *Deputy Court Clerk*
 - *Information Systems Administrator (new)*
 - *Administrative Support Specialist II (new)*
 - *Court Clerk II (new)*
 - *Codes Support Specialist II (new)*
 - *Deputy Police Chief*
- Move employees to the market rate (position point) within 3 to 5 years and continue that system of advancement through the respective ranges with an expectation of reaching “top out” by approximately year 12
- Continue to review and consider changes to improve work/life balance
- Consider alternatives to sick leave payout, such as making it tax-free
- Consult with McGrath on an annual basis to maintain the salary schedule
- Implement placement and adjustments beginning November 1, followed by a 1.5% salary range adjustment in January 2023:
 - Adjust current employees to meet the new range minimum - \$617,000



- Increase lifeguard pay to \$14.50 per hour
- Make the following adjustments for salary compression - \$600,000
 - Classifications 50-100: \$492,000. Employees would be moved to the same placement percentage - if an employee was at 30% of the previous salary range, they would be moved to 30% of the new salary range
 - Classifications 105-150: \$108,000. Mid to upper-level management would be adjusted differently because a range percentage adjustment was unwarranted. Mid to upper-level management would be adjusted to year 1 in the new range with the exception of the Chief of Police, Public Works Director, and City Administrator who would be moved to year two based on tenure and/or level of responsibility.
- Associated costs - \$347,000
 - Increases to FICA, the police pension plan, KPERS, and Voya as well as incentives requiring adjustment based on new pay categories. The Police Department actuary projected the department's portion would be approximately \$100,000 per year moving forward.
- 2023 salary range market adjustment - \$133,000 (based on a 1.5% increase)
- Total costs for implementation, adjustments, and associated costs: \$1,697,000
- Budgeted funds to account for increases:
 - Total available funds - \$1,100,000
 - ARPA funds - \$500,000
 - 2023 budget - \$600,000
 - Use part of General Fund balance to fund the remaining \$597,000

Mr. Dave Robinson asked Mr. Jordan how compression adjustments would be made for upper-level supervisors. Mr. Jordan said they would be adjusted to either year 1 or year 2 of the range.

Mr. Cole Robinson made the following motions:

- 1. To approve position title changes and/or change in responsibilities in conjunction with the study as presented**
- 2. To adopt the 2022 and 2023 salary ranges and employee classifications that reflect Council's goal of above average market ranges for recruitment and retention**
- 3. To adopt the recommended compensation system with the goal of moving employees to the market rate (position point) within 3 to 5 years and continue that system of advancement through the respective ranges with an expectation of reaching "top out" by approximately year 12**
- 4. To continue and improve the "total rewards model" as presented**
- 5. To approve the compensation implementation costs of \$1,697,000 starting November 2022, with a 1.5% salary range adjustment beginning January 2023**
- 6. To approve staff's recommendations as specified to fund the new compensation adjustments**



PRAIRIE VILLAGE
KANSAS

Ms. Wolf seconded each motion, all of which passed unanimously.

COUNCIL COMMITTEE OF THE WHOLE

There was no business to come before the Council Committee of the Whole.

ANNOUNCEMENTS

Announcements were included in the Council meeting packet.

ADJOURNMENT

Mayor Mikkelsen declared the meeting adjourned at 8:11 p.m.

Adam Geffert
City Clerk